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## Introduction

Shetland Islands Council, as a public authority must publish a Statement on Equal Pay every four years to meet the Scotland Specific Duties in the Equality Act. In addition, we must publish information on occupational segregation. This is set out in the following sections, split by protected characteristic.

### What is occupational segregation?

The Equalities and Human Rights Commission (EHRC) notes that “an analysis of occupational segregation is the first step towards being able to prioritise and take actions to address particular issues within your own organisation”.

Occupational Segregation is the concentration in particular grades and in particular occupations of:

- women and men,
- people who are disabled and people who are not, and
- people who fall into a minority racial group and people who do not.

Close the Gap, Scotland's expert policy advocacy organisation of women's participation in the labour market, in its guidance explains that “**Horizontal Segregation** refers to the clustering of men and women into different **types** of work. In councils, this may mean that there are more women working in care and cleaning jobs, and more men working as maintenance workers”.

### Our data set

The information published in the sections below relate to contracted employees (ie, excluding casual, relief or supply and agency workers) who were employed by Shetland Islands Council during the year 2023. In this period the total permanent and temporary workforce included was 3,493. Where an employee has more than one job, each contract is counted separately.

To make it easier to compare and note whether there has been any progress where it is available we have included information from our last published data. The last report relates to the workforce in the financial year 2021/2022. The number of contracted employees in that period was 3,658. In some tables where data is available from the 2015/2016 report this has been provided; the number of employees in that period was 3,068.

We have taken regard to advice and guidance including the UK Government's Race Disparity Unit guidance on publishing data and the Equality and Human Rights Commission's guidance on Public Sector Equality Duty and Data Protection. This means that thresholds for publishing data differ. We have used no less than five for Sex, no less than ten for Disability and no less than fifty for Ethnicity.

In our data we report both “prefer not to answer” and “no information” under “Not Held”. We will continue to encourage employees to disclose protected characteristics, as this will ensure our data is robust. We provide reassurance on the secure handling of the

data and explain the benefits to equality and diversity monitoring and action planning from high completion rates.

#### Occupational Segregation – Broad Occupational Categories

In our 2017 Equal Pay Statement we decided to split roles into one of nine Broad Occupational Categories to help us get a clear picture of patterns of employment across sex, disability and ethnicity. We used these categories again in our 2021 updated Equal Pay Statement and with some review of categories to make comparisons easier with other Scottish Councils these have been used in the 2023 data.

The categories and typical jobs in these are as follows:

<b>Broad Occupational Category</b>	<b>Typical roles</b>
Business Support	Administrative, Clerical & Business Support Assistant; Library Assistant, Personal Assistant
Care	Social Care Worker, Home Help, Housing Support Worker
Catering and Cleaning	Cleaner, Kitchen Assistant, Cook
Leadership**	Chief Executive, Director, Executive Manager, Senior Team Leader, Team Leader, Head Teacher
Learning and School Support**	Learning Support Worker; Youth Worker; Early Years Worker, Supervisory Assistant, Auxiliary
Marine	Deckhand, Mate, Marine Pilot, Skipper
Professional and Technical	Social Worker; Planning Officer; Solicitor
Teaching**	Depute Head Teacher, Principal Teacher, Teacher
Trades and Operational**	Janitor; Road Worker, Burial Grounds, Waste Operative, Stores Person

**\*\*Note:**

In 2023 we changed the category name from Learning to Learning & School Support. We moved Supervisory Assistant and Auxiliary from Trades and Operational, and Head Teachers from Teaching into Leadership.

We did this to align more closely with national guidance on “achieving a consistent approach to Gender pay gap reporting across all Scottish Councils” issued by the Society of Personnel and Development Scotland 15 March 2024.

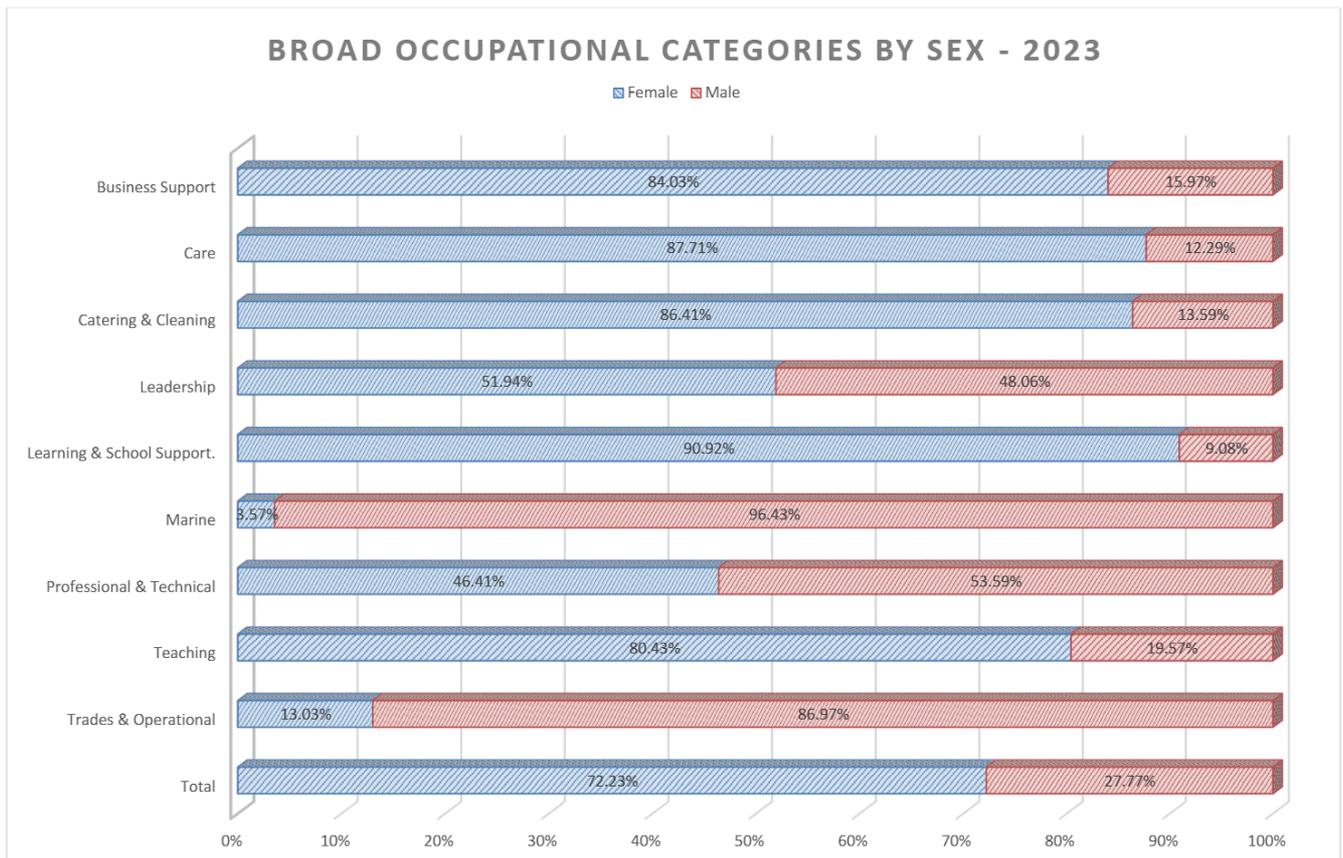
Protected Characteristic - Sex

Broad Occupational Categories by Sex and Year

Category / Sex %	2015/2016		2019/2020		2023	
	Female	Male	Female	Male	Female	Male
Business Support	13.50%	2.88%	13.30%	2.80%	12.65%	2.40%
Care	20.09%	2.48%	18.64%	2.39%	17.78%	2.49%
Catering & Cleaning	10.70%	1.46%	9.82%	1.77%	10.19%	1.60%
Leadership**	1.03%	1.46%	1.24%	1.53%	1.92%	1.77%
Learning / Learning & School Support**	11.64%	1.94%	13.48%	1.71%	15.26%	1.55%
Marine	0.11%	4.37%	0.18%	4.54%	0.20%	5.41%
Professional & Technical	2.71%	2.03%	2.39%	2.21%	2.40%	2.78%
Teacher**	11.10%	3.11%	10.85%	2.74%	10.82%	2.63%
Trades & Operational**	1.94%	7.45%	2.60%	7.81%	1.06%	7.07%
<b>Total</b>	<b>72.83%</b>	<b>27.17%</b>	<b>72.49%</b>	<b>27.51%</b>	<b>72.29%</b>	<b>27.71%</b>

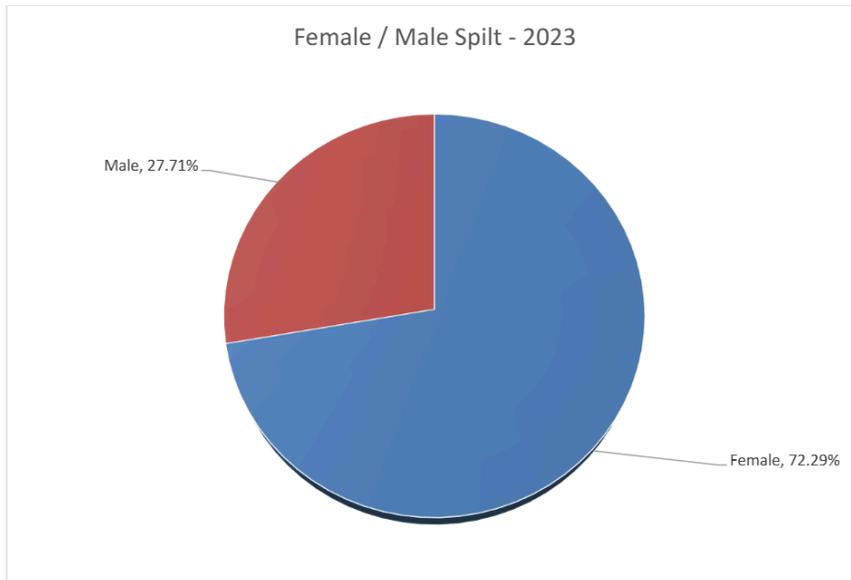
Numbers by Category	2015/2016		2019/2020		2023	
	Female	Male	Female	Male	Female	Male
Business Support	402	88	451	95	442	84
Care	625	77	632	81	621	87
Catering & Cleaning	316	48	333	60	356	56
Leadership**	33	50	42	52	67	62
Learning / Learning & School Support**	307	45	442	52	533	54
Marine	<5	191	6	193	7	189
Professional & Technical	79	75	81	75	84	97
Teacher**	325	81	368	93	378	92
Trades & Operational**	63	259	88	265	37	247
<b>Total</b>	<b>2154</b>	<b>914</b>	<b>2443</b>	<b>966</b>	<b>2525</b>	<b>968</b>

\*\* - Note in 2023 we changed a category name and moved some typical roles between these categories

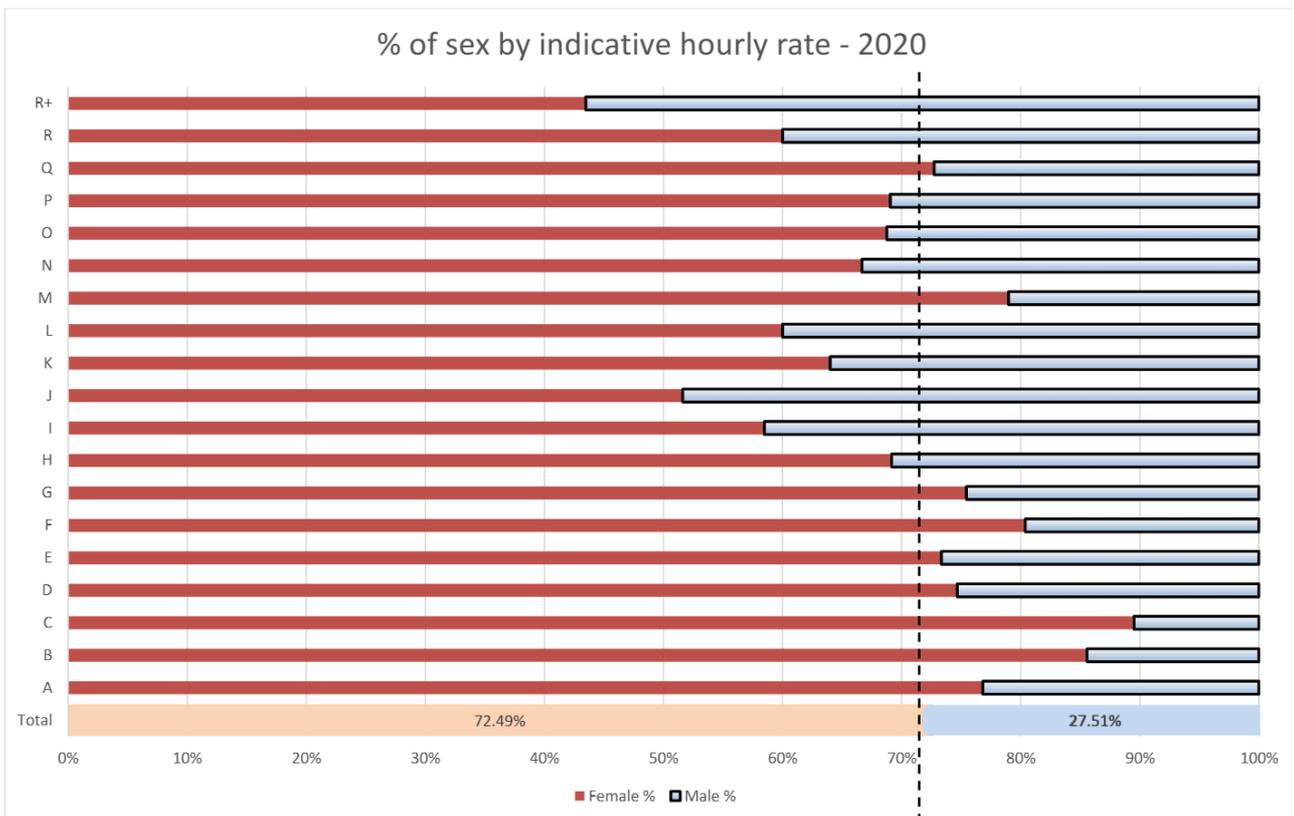
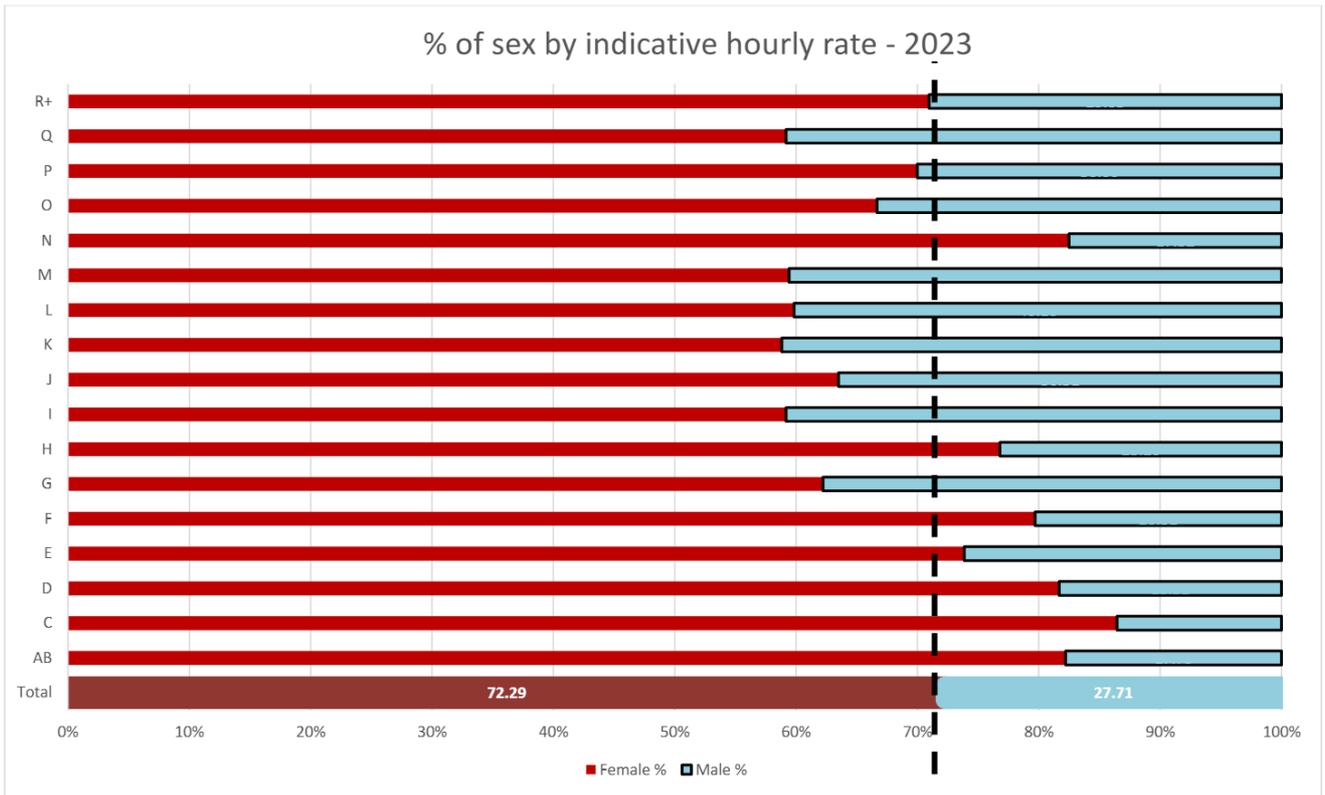


## Breakdown by Sex

The female/male split in 2023 shows the typical Scottish local authority dominance of female employees and has remained very similar for some time:



Vertical Segregation – Whole Organisation by Sex



## Occupational Segregation – Teachers by Sex

2023	Number		Percentage		Teaching Sex Profile		
	Male	Female	Male	Female	Total	Male	Female
Main Grade Teacher	66	319	17.14%	82.86%	100%	20%	80%
Principal Teacher	17	33	34.00%	66.00%	100%		
Head/Depute Teacher	8	22	26.67%	73.33%	100%		
<b>Total</b>	<b>91</b>	<b>374</b>					

2019/2020	Number		Percentage		Teaching Sex Profile		
	Male	Female	Male	Female	Total	Male	Female
Main Grade Teacher	59	295	16.67%	83.33%	100%	20%	80%
Principal Teacher	17	32	34.69%	65.31%	100%		
Head/Depute Teacher	15	33	31.25%	68.75%	100%		
<b>Total</b>	<b>91</b>	<b>360</b>					

2015/2016	Number		Percentage		Teaching Sex Profile		
	Male	Female	Male	Female	Total	Male	Female
Main Grade Teacher	67	312	17.68%	82.32%	100%	22%	78%
Principal Teacher	24	33	42.11%	57.89%	100%		
Head/Depute Teacher	15	41	26.79%	73.21%	100%		
<b>Total</b>	<b>106</b>	<b>386</b>					

## Sex by Quartiles

Quartiles divide data into four equal parts and where the same hourly rate falls between two quartiles they have been distributed as female and male in line with their ratio within the hourly rate to alleviate any bias.

The table set out below is drawn from contracted employees at a snapshot date of **31 March 2020**, using basic pay at hourly rate:

Quartile	Female ee's	Female %	Male ee's	Male %	Total
Lower quartile	624	81%	149	19%	773
Lower middle quartile	592	77%	180	23%	772
Upper middle quartile	527	68%	244	32%	771
Upper quartile	495	64%	278	36%	773
<b>Total</b>	<b>2238</b>		<b>851</b>		<b>3089</b>

The table set out below is drawn from contracted employees at a snapshot date of **31 December 2023**, using basic pay at hourly rate:

Quartile	Female	Female %	Male	Male %	Total
Lower quartile	707	80.89%	167	19.11%	874
Lower middle quartile	571	65.41%	302	34.59%	873
Upper middle quartile	595	68.16%	278	31.84%	873
Upper quartile	614	70.33%	259	29.67%	873
<b>Total</b>	<b>2487</b>	<b>71.20%</b>	<b>1006</b>	<b>28.80%</b>	<b>3493</b>

## Pay Gaps - Sex

	2018	2019	2020	2022	2023
Mean pay gap	8.44%	6.81%	5.99%	6.58%	3.62%
Median pay gap	11.02%	11.09%	11.09%	9.69%	0%*

Protected Characteristic - Disability

Broad Occupational Categories by Disability and Year

Category / Disability	2015/2016			2019/2020			2023		
	Not Disabled	Declared Disabled	Not Held	Not Disabled	Declared Disabled	Not Held	Not Disabled	Declared Disabled	Not Held
Business Support	15.24%	0.51%	0.63%	14.27%	0.68%	1.15%	13.03%	1.00%	1.03%
Care	18.24%	1.17%	3.17%	17.75%	0.88%	2.39%	15.46%	0.97%	3.84%
Catering & Cleaning	9.50%	0.91%	1.74%	9.17%	0.83%	1.59%	7.96%	0.63%	3.21%
Leadership**	2.23%	0.17%	0.09%	2.45%	0.18%	0.15%	3.09%	0.31%	0.29%
Learning & School Support**	10.93%	0.86%	1.80%	12.12%	0.65%	2.42%	11.82%	1.00%	3.98%
Marine	4.34%	0.14%	0.00%	4.28%	0.15%	0.29%	4.95%	0.20%	0.46%
Professional & Technical	4.20%	0.31%	0.23%	4.04%	0.29%	0.27%	4.27%	0.43%	0.49%
Teacher**	12.41%	0.68%	1.11%	11.35%	0.74%	1.50%	10.08%	0.49%	2.89%
Trades & Operational**	7.53%	0.91%	0.94%	7.93%	0.74%	1.74%	6.01%	0.54%	1.57%
<b>Total</b>	<b>84.62%</b>	<b>5.68%</b>	<b>9.70%</b>	<b>83.37%</b>	<b>5.13%</b>	<b>11.50%</b>	<b>76.67%</b>	<b>5.58%</b>	<b>17.75%</b>

Category / Disability	2015/2016			2019/2020			2023		
	Not Disabled	Declared Disabled	Not Held	Not Disabled	Declared Disabled	Not Held	Not Disabled	Declared Disabled	Not Held
Business Support	447	24	19	484	23	39	455	35	36
Care	567	35	100	602	30	81	540	34	134
Catering & Cleaning	286	28	50	311	28	54	278	22	112
Leadership**	72	<10	<10	83	<10	<10	108	11	10
Learning & School Support**	291	21	40	396	22	76	413	35	139
Marine	185	<10	<10	180	<10	12	173	<10	16
Professional & Technical	136	11	<10	137	10	<10	149	15	17
Teacher**	355	19	32	385	25	51	352	17	101
Trades & Operational**	245	29	48	269	25	59	210	19	55
<b>Total</b>	<b>2584</b>	<b>180</b>	<b>304</b>	<b>2847</b>	<b>176</b>	<b>386</b>	<b>2678</b>	<b>195</b>	<b>620</b>

\*\* - Note in 2023 we changed a category name and moved some typical roles between these categories

Disability by Quartiles

Quartiles divide data into four equal parts. Where the same hourly rate falls between two quartiles they have been distributed as disabled and non disabled in line with their ratio within the hourly rate to alleviate any bias.

The table set out below is drawn from contracted employees at a snapshot date of **31 December 2023**, using basic pay at hourly rate:

Quartile	Not Disabled EE's	Not Disabled%	Disabled EE's	Disabled%	Total
Lower quartile	662	92.07%	57	7.93%	719
Lower middle quartile	665	92.62%	53	7.38%	718
Upper middle quartile	673	93.73%	45	6.27%	718
Upper quartile	677	94.29%	41	5.71%	718
Total	2677	93.18%	196	6.82%	2873

Pay Gap – Disability

<b>Mean Disability Pay Gap</b>	<b>4.55%</b>
<b>Median Disability Pay Gap</b>	<b>3.13%</b>

Calculate the Mean (Average) hourly rate for employees who have declared that they have a disability and those who have not. As per guidance employees who have chosen 'prefer not to answer' or have not answered that question have been excluded – This equated to 614 employees, or 17.65%.

Mean (Average) hourly rate for Not Disabled	£18.31
Mean (Average) hourly rate for Disabled	£17.47

Mean Disability Pay Gap	
18.30 - 17.47	0.83
0.83 / 18.30	0.045
0.045 * 100	<b>4.55</b>

Median Disability Pay Gap	
15.96 - 15.46	0.50
0.5 / 15.96	0.03
0.03 x 100	<b>3.13</b>

## Ethnicity

We use national census categories for ethnicity in our equality monitoring process. For data protection reasons, we have chosen to publish our ethnicity data using white ethnic group and minority ethnic group (ME). The Race Disparity Unit guidance to employers publishing ethnicity data is to use a minimum category size of 50 employees.

Category / Ethnicity %	2015/2016			2019/2020			2023		
	Minority Ethnic	White*	Not Held	Minority Ethnic	White*	Not Held	Minority Ethnic	White*	Not Held
<b>Business Support</b>	0.17%	15.76%	0.46%	0.27%	14.69%	1.15%	0.11%	13.88%	1.06%
<b>Care</b>	0.46%	19.86%	2.25%	0.44%	18.37%	2.21%	0.57%	15.77%	3.92%
<b>Catering &amp; Cleaning</b>	0.49%	10.42%	1.26%	0.32%	9.85%	1.42%	0.40%	8.25%	3.15%
<b>Leadership**</b>	0.03%	2.37%	0.09%	0.03%	2.48%	0.27%	0.03%	3.32%	0.34%
<b>Learning / Learning &amp; School Support**</b>	0.03%	12.21%	1.34%	0.12%	12.71%	2.36%	0.40%	12.45%	3.95%
<b>Marine</b>	0.00%	4.48%	0.00%	0.03%	4.31%	0.38%	0.03%	5.10%	0.49%
<b>Professional &amp; Technical</b>	0.09%	4.53%	0.11%	0.06%	4.28%	0.27%	0.09%	4.58%	0.52%
<b>Teacher**</b>	0.03%	13.38%	0.80%	0.06%	12.06%	1.47%	0.14%	10.59%	2.72%
<b>Trades &amp; Operational**</b>	0.09%	8.76%	0.54%	0.03%	9.11%	1.27%	0.14%	6.56%	1.43%
<b>Total</b>	<b>1.37%</b>	<b>91.78%</b>	<b>6.85%</b>	<b>1.36%</b>	<b>87.85%</b>	<b>10.79%</b>	<b>1.92%</b>	<b>80.50%</b>	<b>17.58%</b>

\*Other British, British, English, Irish, Scottish or Other

\*\* - Note in 2023 we changed a category name and moved some typical roles between these categories

High level Ethnicity 2023		
Minority Ethnic	67	1.92%
White	2812	80.50%
Not Held	614	17.58%
Total	3493	100%

## Ethnicity by Quartiles

Quartiles divide data into four equal parts and where the same hourly rate falls between two quartiles they have been distributed as Minority Ethnic and White in line with their ratio within the hourly rate to alleviate any bias.

The table set out below is drawn from contracted employees at a snapshot date of **31 December 2023**, using basic pay at hourly rate:

Quartile	Minority Ethnic	Minority Ethnic %	White	White %	Total
Lower quartile	<50	4.31%	689	95.69%	720
Lower middle quartile	<50	2.36%	703	97.64%	720
Upper middle quartile	<50	1.25%	711	98.75%	720
Upper quartile	<50	1.39%	709	98.61%	719
Total	67	2.33%	2812	97.67%	2879

## Ethnicity Pay Gap 2023

<b>Mean Ethnicity Pay Gap</b>	<b>11.86%</b>
<b>Median Ethnicity Pay Gap</b>	<b>11.72%</b>

Calculation:

Calculate the Mean (Average) hourly rate for employees who have declared that they belong to a minority ethnic group and those who identify as white. As per guidance employees who have chosen 'prefer not to answer' or have not answered that question have been excluded – This equated to 607 employees, or 17.45%.

Mean (Average) hourly rate for ME	£14.09
Mean (Average) hourly rate for white	£15.96

Mean Ethnicity Pay Gap	
18.30 - 16.13	2.17
2.17 / 18	0.12
0.12 x 100	11.86%

Median Ethnicity Pay Gap	
15.96 - 14.09	1.87
1.87 / 15.96	0.12
0.12 * 100	11.72%